

2023

Annual Report



covenant
presbyterian church

Experiencing, Nurturing and Sharing God's Covenant Love to West Boise and Beyond

Staff

Pastor: Reverend Dr. Kevin Starcher
Parish Associate: Reverend Alex Chamberlain
Director of Family Ministries: Mrs. Meg Simmons
Director of Music Ministry: Dr. Steve Kuykendall
Audio Visual Coordinator: Mr. Kyle Doster
Custodian: Ms. Mari Villalobos

Session Officers 2023

Clerk of Session: Dr. Steven Tyree
Treasurer: Mr. Ron Abbott
Deacon Moderator: Mrs. Lauren Bishop

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Pastor's Report

Dear Friends and Members of Covenant –

Thank you for taking time to read through this annual report that highlights the dynamic and growing ministry of our congregation in 2023. That you would take time to read this report shows your deep care for our Covenant family of faith, and for that I am very grateful.

This past year may best be described as ***blessed***. The Session ***blessed*** me with a three-month sabbatical this past summer, and I was able to experience this gift with rest and rejuvenation. Covenant was ***blessed*** by a strong Session and congregation that kept our ministry moving and growing during this sabbatical season. Covenant was also blessed with the addition of two excellent staff members this year with the Rev. Dr. Steve Kuykendall as our Director of Music Ministries, and Ms. Meg Simmons as our Director of Family Ministries. This ***blessing of ministry*** has been evidenced by significant increases in worship attendance this past fall. Because of these blessings, the Session can continue dreaming about the future with the creation of a part-time youth group coordinator position and intentional mission opportunities in Maji and here in the Treasure Valley.

As we reflect upon the life of our congregation, let's give thanks to God for these outstanding ***blessings***:

- We welcomed over ***30 new members in 2023***.
- ***We are blessed with a caring and committed staff.*** Mr. Kyle Doster, Dr. Steve Kuykendall, Ms. Meg Simmons, and Ms. Mari Villalobos are committed to our ministry and to the love of Jesus Christ.
- Once again, ***we ended our fiscal year strong and healthy.***
- ***Our all-volunteer Office Angel team keeps our administrative side of our ministry up to task!*** I offer a special note of gratitude for our Arch-Angel, Ms. Cheryl Adams, and her gifted team of angels that includes Maria Anderson, Theresa Doster, and Jo McCoy. There is an additional group who comes in on Thursdays for bulletin preparation. This group includes Denise Callao, Lauri Janos, Pat Hovland, and Dorothy Koci, and Mary McGee, and many others.
- ***The Covenant Deacons are spectacular.*** They continue to excel at organizing blood drives, backpack drives, and the Christmas Angel program, along with their many other tasks. The Deacons at Covenant are terrific.
- Our 2023 pledge drive was incredibly successful. We saw a 30% increase in pledged funds compared to last year, with more givers and an increase in per-capita pledging amounts.

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- Our Growing Covenant Ministry Team continues to create experiences for **community-building and spiritual growth**. These activities have included the Neighborhood Night Out, Chili Cook Off, Trunk n Treat, and Kids Night Out.
- We continued to nurture our **partnership with other Christians in the Valley** through the Multi-Faith Action Project, supporting the St. Paul Family Life Education Center and the Feed the Hunger event where together we packaged over 100,000 meals for our hungry neighbors in Boise.

I wholeheartedly believe that the blessings of 2023 are preparing us for a thriving year of gospel ministry in 2024. You can be certain that as we place our faith in Jesus Christ, our best days are ahead of us.

You partner on the journey,

A handwritten signature in black ink, appearing to read "Kevin M. Starcher". The signature is fluid and cursive, with a large initial "K" and "S".

Pastor Kevin M Starcher

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Ruling Elders

<u>Name</u>	<u>Email</u>	<u>Phone</u>
<u>Class of 2023</u>		
Kathy Theiss	kathymarytheiss@gmail.com	208-392-3852
Rhea Hirsch	rheahirsch41@gmail.com	208-286-4629
Rick Smith	rsmith@hawleytroxell.com	208-859-8161
<u>Class of 2024</u>		
Jim Brostmeyer	jimbrostmeyer@gmail.com	208-841-4437
Lois Ortmann	birdergirl46@gmail.com	208-685-9854
Steve Tyree	stevetyree@gmail.com	208-850-1207
<u>Class of 2025</u>		
Brian Grant	brigrant1973@gmail.com	208-571-6791
Penny Sartori	penjon@pacbell.net	619-507-7909
Katie Shevlin	parkins.katherine@gmail.com	208-818-2678
Meg Simmons	megjsimmons@gmail.com	208-859-5100

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Board of Deacons

<u>Name</u>	<u>Email</u>	<u>Phone</u>
<u>Class of 2023</u>		
Daryl Sterling	nscalepharmboy@yahoo.com	208-830-6135
Robert Rollinson	rolliworld@sbcglobal.net	408-497-5151
Kim Mitchell	kim.mitchell@prodigy.net	208-871-8055
<u>Class of 2024</u>		
Lauren Bishop	laurenjoybishop@hotmail.com	208-871-5030
Leslie Muir	lamuir55@gmail.com	208-401-4106
Jocelyn Newell	im.mitchell@prodigy.net	408-722-5144
<u>Class of 2025</u>		
Lori Banner	loribanner16@gmail.com	208-353-6233
Virginia O'Bryan	virginiahaber716@gmail.com	914-365-9682
Brian Ray	briandray@gmail.com	208-695-1256
Richard Wells	sundancers@centurylink.net	208-530-0296

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2023 Adult Education Ministry

Ruling Elder

Dr. Lois Ortmann

The Mission Statement for AE at CPC is: *“to make disciples of Jesus Christ by inspiring and equipping adults with an ever-expanding knowledge of the Christian faith and by providing the adult community with the opportunity for lifelong growth in faith, service, leadership, and to explore what it means to be “Christ in our time””*.

In pursuit of this mission, the CPC Adult Education (AE) program for 2023 was extremely varied, providing opportunity for Bible Study, spiritual growth and Christian fellowship to CPC members, friends, and the community at large.

The AE committee was an unstructured group, in part due to the already busy schedules of most members. Popular classes and learning activities from previous years were retained. New offerings were suggested by the congregation and staff in consultation with Pastor Starcher and Elder Lois Ortmann. CPC is privileged to be the church home for many ordained clergy and seminary trained individuals, which was helpful in generating ideas for classes.

I have broken down this year’s program into several major groupings. Such analysis will hopefully allow us to ascertain whether we are lacking offerings in any specific area. It will also be apparent that Adult Education, Fellowship, Mission and Service are closely related and interdependent.

New Members

Classes are held twice a year, in March and October. Each class consists of four sessions: Church History, The Sacraments, Worship/Liturgy, and Lingering Question. These classes are open to members, prospective members, and others interested in learning more about the Christian faith and the Presbyterian church.

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Bible Study

Pastor-led Bible Study is held every Wednesday morning from 10-11 am. Texts studied are usually chosen based on the next Sunday's readings. Classes are available on Zoom for those unable to attend.

Women's Bible study is held every Tuesday afternoon at 1:00 pm. Classes are currently organized by CRE Carol Bounds, Christian Educator Kay Grant, and Pastor Marcia Muir. Evening classes are made available as necessary.

Men's Bible Study is held on Tuesday evenings, year-round, facilitated by Dr. Doug McAbee.

Guest Speakers

This year we enjoyed a presentation from Ms. Caroline Kurtz, Director of the Maji Development Association, a mission that CPC as supported for several years. During Pastor Starcher's sabbatical leave, we also enjoyed a variety of sermons and Bible Studies offered by area clergy, seminary graduates in our congregation, officers in our local Presbytery, and some of the many clergy who worship at CPC with us.

Discipleship and Special Interest Groups

A number of Sunday morning and evening classes on topics of interest to the congregation were presented. A few of these many opportunities included *Evangelism: Making Jesus Known to Others*, presented by Elder Brian Grant, *An Introduction to Our Church Organ*, presented by Organist Jack Harriff, *The Names of God*, presented by Dr. David Barnes, *Using the Planning Center App*, presented by AV Tech Kyle Doster, and *Christianity in a Secular Age*, presented by Pastor Starcher. A series of Parenting Classes have been planned by Family Ministry for the beginning of the new year, as well as the series, *Origins*, presented by Carrie and Steven Downer. Our very active music ministry, under the direction of Dr. Steven Kuykendall, encourages members and friends to learn about the role of music, both vocal and instrumental, in sharing the Good News. Our new ministries of Covenant Ringers and Covenant Cloches, under the direction of Dr. Doug McAbee, are providing a new dimension for our worship experience and for active participation.

Growing Christian Fellowship

A variety of Christian-focused social groups open to the community as well as the congregation are available every year. They include Women's Fellowship at 10 am on the 2nd Thursday, Men's Fellowship on Tuesday mornings, and CPC Book Club on the 3rd Thursday at 10 am.

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2023 Building and Grounds Committee

Ruling Elder(s)

Mr. Jim Brostmeyer

The Building and Grounds Mission is to serve Covenant Presbyterian Church by providing a well maintained, safe, and welcoming facility where all are welcome to worship and do God's work.

To fulfill this mission, we focus on the following:

- Improving and overseeing future development of the Building and Grounds of Covenant Presbyterian Church. Through the generosity and hard work of our congregation, we have been able to make the following improvements:
 1. AVS Operation Broadcast Hope Project – ~\$170K Project completed Spring 2023 which updated E2E system
 2. Playground – Prepped/Painted/Renovated wooden play structure/area. Installed new Dome play structure.
 3. Sunday School Rooms – Working with Kyle Doster's team, prepped/painted most SS wing rooms.
 4. Irrigation system – Replaced Control panel, 2 solenoids and main supply pipe coupler.
 5. Spring/Fall Cleanup – Good participation from all age levels which completed a myriad of indoor and outdoor projects
 6. Flowers - Shrubs and flower updates throughout the season.
 7. Congregation Support – Moved to new housing the Koehn family.
 8. Rock of Hope Church – Worked to enable outside seed church to rent/use CPC facility
 9. Policies – Updated Building Use and Key policies
 10. Scaffolding – Purchased scaffolding equipment to enable improved CPC capabilities
- Maintaining the Building and Grounds of Covenant Presbyterian Church for the continued use by its member and our community.

Regular maintenance of the building and grounds of CPC is an ongoing task performed by many dedicated volunteers and some outstanding subcontractors. Thank you to everyone that has contributed to the maintenance of Covenant Presbyterian Church. Special thanks to Doug Albert, Sam Parkins, Mike Boyd, Rich Wells, Phil Ruebel, Vern Foster, Dave Barnes, Fred Ritsema, Chris Bounds, Greg Turner, Tim Brekke, and Wayne & Lisa Snodgrass for their regular service and help.

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2023 Family Ministries Committee

Director of Family Ministries

Meg Simmons

Kids Church: We have continued to hold Kids Church during the 10:00 am worship service. The children join their families in the sanctuary until they are excused to Kids' Church after the family engagement time. We are offering Kids' Church to Preschoolers-Sixth graders. Several new families have made Covenant their home, and we regularly have 20-30 children attending Kids' Church. Dawn Jackson resigned in the spring of 2023, and Meg Simmons took over as Interim Director of Family Ministries through the summer. In the early fall, Meg Simmons committed to serving as the Director of Family Ministries.

Nursery children: We have 5 children of nursery age.

Preschool children: We have 10 children of preschool age.

School aged Children: We have 15-20 children of school age.

Nursery: We have three paid nursery caregivers. We have been able to manage well with these caregivers who are also available to provide additional childcare if needed at different times during the week, or for adult education classes that parents attend after the Sunday worship service.

Summer Camp/Luther Heights: 10 children from Covenant attended Luther Heights Bible Camp in June of 2023. \$100 scholarships from Covenant were given to every child. The Deacons have extended this offer for the summer of 2024 and will provide \$100 for each child that would like to go.

Outreach/Mission: In the late spring, our children have had the opportunity to bake cookies and sing for our elderly neighbors at Spring Creek, just across the street from Covenant. In the early summer, several volunteers from Covenant helped organize a Children's craft area at Ustick in Bloom community event. We had the opportunity to invite members from the community to our VBS program. In November, the children helped organize a shoe drive for McMillan Elementary, which brought in nearly 90 pairs of shoes for the students at McMillan. Most recently, the children packed food boxes with goods from our food pantry to give to families at Frontier Elementary who needed extra food over Christmas break. We are currently collecting offering to sponsor a child with a credible sponsorship program, more to come on this.

Family Ministry Events: We continue to offer special events throughout the year. On Easter morning, we held an **Easter Egg hunt** and provided various learning stations during Sunday School. **Kid's Night Out** was offered in November. Juniors from The Ambrose School volunteered to provide childcare, along with Nancy and Doug Rutan as supervisors. 14 children

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attended, representing 7 families. Parents met up at a local restaurant for a time of fellowship. **Vacation Bible School** took place in June, with 45-50 children in attendance, and 37 adult volunteers from Covenant. Half of the children in attendance were not regular attendees at Covenant. On the last day of VBS Jason Byers offered a free magic show, and Covenant provided a hot dog lunch for all the families to attend. **Trunk-or-Treat** was held in October and was organized by Cindy Tyree. A free hot dog and chips lunch was served at this event. An estimated 200 people attended the event and the majority of which were not regular attendees at Covenant. During advent we invited families to a new service, **Hanging of the Greens**. The children read the liturgy and helped decorate the church after the short evening service. Families came early for a pizza dinner and time of fellowship. The family **Christmas Eve Service** was organized by Meg Simmons and Chrissy Starcher. Covenant children told the Christmas story. Several additional speaking parts and musical solos were added this year to include more children and allow them to share their gifts and talents during the service. Children in attendance who did not have roles in the service were able to participate by placing ornaments on Christmas Trees in the sanctuary at various times throughout the service.

Youth Group: Elder Katie Shevlin and her “Growing Covenant” Team has organized Youth Group events. Covenant will be seeking a part-time Youth Director in the first part of the year.

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2023 Fellowship Ministry/Committee

Ruling Elder

Penny Sartori

The Fellowship Ministry's goals are to develop and promote a strong sense of fellowship, community, and meaningful relationships within the CPC family. I realize that a healthy church is one that enjoys the fellowship of one another. We worked with the Growing Covenant Ministry to put intergenerational functions to bring everyone together.

During the year several individuals shared their time and talents to help make many fellowship opportunities and functions go off without a hitch.

- Coffee Hour and refreshments were served every Sunday before and after service during the year.
- We scheduled a monthly intergenerational game night for the 4th Friday of the month. It was put on hiatus for the summer in hopes to restart in the winter.
- We provided coffee and special treats for Easter and Mother's Day.
- We recognized the graduating seniors on Graduation Sunday and said farewell to Dawn Jackson and Steve Eulberg with cake.
- We served a hot dog lunch on the final day of VBS.
- We had an all-church Barbeque on Rally Sunday to welcome back the Starcher's after Kevin's Sabbatical.
- We served a meal during the Trunk or Treat event.
- We organized a Fall all church Potluck after church in November.
- We served a luncheon for missionary speaker Carolyn Kurtz.
- We provided lunch at the Presbytery meeting.
- We hosted a dinner and Christmas carol event in December where we shared a dinner and carols lead by Keh and Gary McCracken to residents at Stony Creek and Jo McCoy.
- We served dinner at the combined Elder and Deacon meeting in December.
- We served cookies and drinks following the Christmas concert.
- I would like to thank congregation members that volunteered to bring cookies and/or help serve coffee and treats during the last year as well as offering their time and talents to help make all our functions and events a success.

In His Service,

Penny Sartori

Fellowship Elder

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2023 Growing Covenant Committee

Ruling Elder

Katie Shevlin

Committee members included: Sean Newell, Jocelyn Newell, Felicia Newell, Tim Allen, Andrea Timmerman, Casey Timmerman, Margie Parkins, Sam Parkins, Julie Byers, Janie Zimmerman, Phil Ruebel, Vicki Ruebel, Rick Smith, Toni Smith, & John Dzwilewski

This year, our goal was to ensure that our team promoted inclusivity and transparency as it related to the Growing Covenant Team. We changed the name from Growing Younger to Growing Covenant to ensure the congregation realized that multiple generations were welcome to participate. Our main goal has been to promote multi-generational events that grow Covenant's relationships among each other and within the community. We also began to look forward to better support our youth that are approaching middle school/junior high. We are hoping to bring on a Youth Pastor part-time this coming year and we appreciate the congregation's support in doing so.

The events that our team planned and saw to fruition were as follows:

- 1 – Pizza Lunch Growing Covenant Kick Off – April 30, 2023
- 2 – Taco Truck after church fellowship event – June 11, 2023
- 3 – Neighborhood Night Out – August 12, 2023
- 4 – Fall Youth Group Kick Off Event – September 17, 2023
- 5 – Chili Cook Off – September 30, 2023
- 6 – Rake For Your Neighbor Event – November 11, 2023

In 2024 we will continue to work on fellowship events that invite members of our local community to find out more about Covenant. We will also work diligently to get a youth group going by fall of 2024.

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2023 Mission Committee

Ruling Elder

Brian Grant

Immediately before Jesus ascended back to his home in heaven he left his followers with their final instruction, that they were to be his witnesses right there in their hometown (Jerusalem), and then extending progressively outward, to the very ends of the earth. For 2000 years Jesus' followers have continued to pursue that mandate. In 2023 Covenant also continued to pursue the Great Commission in a great variety of ways, both locally in the Treasure Valley (our "Jerusalem") and globally.

To coordinate and guide our outreach efforts, a missions committee was formed last year, currently including six members: Chris Bounds, Denise Callao, Sandy Davis, Jack Harriff, Fred Ritsema and Elder Brian Grant.

Our church family was highly active in 2023 as witnesses for Jesus in a wide variety of local ministry efforts. Many members of our church family served as individual volunteers with various outreach ministries in the valley and in personal outreach to family, friends and neighbors. We also participated in local ministry through organized teams. These included:

Boise Rescue Mission – CPC continued to provide staffing for five BRM meals per month. Our volunteer team was coordinated by Norm Cole for most of the year, and toward the end of the year he was replaced in that role by Sandy Davis. Volunteers also helped staff special holiday meals.

In addition, CPC gave a one-time gift of \$5000 to help support a new BRM project to purchase a former nursing home and repurpose it as transitional housing for BRM residents preparing to transition back to stable, independent life on their own.

McMillan School Support – Our volunteer support efforts at McMillan School continued last year through the leadership of Cristy McAbee. By the fall we were providing up to 30 classroom tutors, plus additional volunteers to lead an art education program in all 12 K-5 classrooms.

Separately, our deacons coordinated an effort to fill and donate to McMillan about 50 school backpacks and supplies for students at McMillan needing that assistance.

Frontier School Support – A second nearby Title 1 public elementary school, Frontier School, also requested our volunteer assistance. In the fall we provided classroom tutors there, as well.

In addition, in the fall Frontier organized a shoe drive for students lacking adequate shoes. CPC assisted by conducting our own shoe drive, with collected shoes donated to Frontier School.

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Scouts Partnership – CPC is the sponsoring organization for a Scout Troop meeting Monday evenings at our church. It includes a Cub Scout Pack and a Boy Scout Troop with both boy and girl groups. Besides their weekly meetings, the girls host an annual spaghetti feed and an annual parking lot sale at CPC. Every fall the boys host a pancake breakfast. CPC’s official liaison is John Phillips, and Teresa Doster is involved regularly with room scheduling.

St. Paul Baptist Church Partnership – Pastor Kevin began a relationship with St. Paul that led to the valley-wide Multifaith Action Project (more about MAP below). This led to provision of outside seed funds for St. Paul’s outreach center for school children needing love and tutoring outside of the classroom, especially of children living at Boise Rescue Mission’s City Light facility for women and children.

West Valley Neighborhood Association – Our connection to this organization is through Cindy Ritchie. Cindy and other CPC volunteers provided and staffed a children’s game tent at West Valley’s annual public event in the spring.

VBS – In 2023 our VBS ministry was led by Meg Simmons, and included 37 adult CPC volunteers. Last year’s VBS included 45 registered children, of whom at least half were not from Covenant. The week ended with a hot dog lunch and magic show that was open to the families of VBS students, which included many families which do not normally attend our church.

Multi-faith Action Project (MAP) – The first organized event of MAP took place September 9th, working through the nonprofit Christian organization “Feed The Hunger”. Project goal was to prepare 100,000 dried food packets for the various food pantries around the Treasure Valley. It was a highly successful event, with over 500 volunteers from a wide variety of faith traditions around the Valley taking part, including many volunteers from CPC. By the end of the day 100,800 meals were prepared.

In addition to our local ministry efforts, CPC was also able to support global ministry activities in 2023. These included:

Love Packages - Fred and Barbara Ritsema continued their ministry of sorting through Christian book and Bible donations, and sending books appropriate for use outside of the U.S. to the Christian non-profit organization Love Packages, for distribution to churches and pastors around the world. During 2023 the Ritsemas sent 922 Bibles, Bible study books and devotionals to that organization.

Rock of Hope Church – In 2023 CPC was approached by the leadership of Rock of Hope Church, a 70-member Slavic church made up of Ukrainian and Russian immigrants and recent Ukrainian refugees, seeking to rent building space from CPC for their worship services. We agreed to do so, and they now meet here regularly.

Maji Ethiopia – During 2023 CPC began planning efforts for sending a small short term mission team to our sister church in Maji, Ethiopia. The trip is scheduled for May, 2024. Chris Bounds

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agreed to take on the role of team leader. As one element in preparation for the trip, and to report on the completion of a drinking water project our church helped fund, on October 22 Caroline Kurtz taught the sermon and spoke at a luncheon at CPC. Caroline is a former missionary in Maji who has visited our church several times in the past.

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2023 Nominating Committee

Ruling Elder

Rick Smith

Nominating Committee (2023): Mr. Rick Smith (Chair, and Session representative), Ms. Gina Brostmeyer (member at large), Mr. Darrell Sterling (Board of Deacons representative), Kay Grant (member at large), Julie Byers (member at large), and Vicki Ruebel (member at large).

For 2024, Brian Ray will serve on the committee as the Deacon representative. We will nominate a successor to Rick as Session representative early in 2024.

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2023 Personnel Committee

Ruling Elder

Rick Smith

Personnel Committee: Rick Smith - Chair, Rhea Hirsch and Dave Barnes

Personnel changes in 2023 were as follows:

Dawn Jackson resigned as family ministry director early in the year and was replaced on an interim basis by Meg Simmons, who later accepted our offer to hold that position on a permanent basis.

Steve Eulberg served as interim music director from the beginning of the year while a special committee conducted a search for a full-time, permanent director. Steve Kuykendall was hired in that capacity effective September 1, 2023.

We had created a new position for assistant Audio-Visual-Streaming technician in 2022 but the position was not filled during 2023 until the end of the year, when we hired Casey Timmerman for that part-time job.

Annual performance reviews of CPC staff took place late in the year. Cost of living and merit increases of 5% were approved for all employees.

Staff gifts were distributed to CPC staff as a token of appreciation and holiday cheer, in the amount of \$5,500, funded primarily from gifts from members of the congregation.

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2023 Stewardship & Finance Committee

Ruling Elder

Rick Smith

The Stewardship Committee for 2023 was Rick Smith, Chair, Doug Rutan, Leone Powell, Doug Albert, Ron Abbott and Carl Leth. The committee reviewed and monitored the income and expenses during the year, relative to and compared with the 2023 proposed annual budget.

The 2023 financial budget year was rewarding. We began the 2023 year with a surplus of about \$225,000 and ended with the surplus at about \$289,000.

Covenant had a small special offering in September, collecting about \$12,000 to help fund the purchase of bells for our bell choir. We also concluded an offering started in 2022 to fund about \$170,000 for upgrades to our Audio-Visual-Streaming equipment.

A review of Covenant's financial records and practices was conducted in early 2023 by Jill Gertj, CPA, assisted by Treasurer, Ron Abbott. We are confident that thanks to our Treasurer, Covenant's financial records are complete, properly documented and accurately stated and recorded in the books.

The Stewardship Campaign during November was very successful. We have pledges of \$329,090, compared to \$260,653 last year and about \$240,000 the year before. We always receive many contributions not associated with a pledge, and about \$428,000 was actually received in 2023. We have budgeted \$440,000 in revenue from member contributions for 2024.

The committee continues to encourage contributions to the endowment fund for Covenant created during 2021. The balance of the fund at the end of 2023 was \$44,855.

The 2024 proposed budget has been prepared and was approved by the Session at the December 19 Stated Session Meeting. The Stewardship Committee is prayerful that 2024 will also be a financially prosperous year.

Covenant Presbyterian Church - Boise ID
Presentation Budget Report 2024

	2023 Budget		2024 Budget	
Pledges		420,000		440,000
Other Than Pledge				
Per Capita		4,000		4,000
Use charges -- Rock of Hope				16,800
Presbyterian Special Offerings				
Total Misc - Other Income S				
Total Income		424,000	460,800	460,800
Administration				
Bank Charge	1,800			2,300
Postage	500			500
Telephone	2,500			2,000
Office Equipment	5,000			5,500
Office Supplies	1,500			5,500
Janitorial Supplies	200			1,000
Total Administration	11,500	11,500	16,800	16,800
Stewardship Team				
Stewardship Supplies	250			250
Program Materials	0			
Total Stewardship Team	250	250	250	250
Mission Team General Mission				
Per Capita Expense	7,000			7,000
One Great Hour				500
Christmas Joy Offering				500
General Presbyterian Missions	0			500
Boise Presbytery Support				1,500
Christian Books Overseas				500
Community Outreach	2,500			2,500
Family Ministry Mission	3,000			1,000
Family Sponsorship				0
Maji Church Support				1,000
2024 team to Maji				15,000
2024 expense for pastor trip in 2025				4,000
Other Mission	27,500			2,000
Total Mission Team	40,000	40,000	36,000	36,000
Sepik Christian Ministry		1,500		

	2023 Budget		2024 Budget	
Building and Grounds				
Building Maintenance	15,000		15,000	
Grounds	13,800		13,800	
Utilities	14,000		14,000	
Insurance	6,500		11,500	
Security	1,200		1,200	
Furniture and Equipment	12,000		12,000	
Total Building and Grounds \$	62,500	62,500	67,500	67,500
Evangelism				
Evangelism Materials	300		300	
Evangelism projects	5,000		1,000	
Promotions	700		700	
Total Evangelism \$	6,000	6,000	2,000	2,000
Fellowship Team				
Fellowship Supplies	3,000		3,000	
Total Fellowship Team \$		3,000	3,000	3,000
Worship and Music Team				
Music	2,500		12,000	
Worship Materials	1,500		2,000	
Pulpit Supply	5,000		1,000	
Worship Equipment Maintenance	1,000		1,000	
Worship Equip. & furnishings				
Music ministry continuing ed./misc.			3,000	
Total Worship and Music Team \$	10,000	10,000	19,000	19,000
Bell Choir expense				
Adult Discipleship				
A.D. Curriculum and Supplies	500		500	
Total Adult Discipleship S		500	500	500
Church Staff				
Staff gifts account				
Salaries Ministry Staff				
Family ministry director salary	30,000		20,000	
Music director salary	32,300		65,000	
Salaries Support Staff	29,553		33,654	
Staff Training				
Payroll Taxes and Insurance	4,764		9,811	
Music director medical			9,000	
Music director retirement	900		1,300	
Youth pastor			20,000	
Total Church Staff	97,517	97,517	158,765	158,765

	2023 Budget		2024 Budget	
Pastoral Effective Salary				
Pastor's Salary	65,402		69,872	
Pastor's Housing	24,000		24,000	
SECA	7,152		7,181	
Medical reimbursement - Pastor				
Total Pastoral Effective Salary \$	<u>96,554</u>	<u>96,554</u>	<u>101,053</u>	<u>101,053</u>
Pastoral Staff- Pension and Health		28,609	30,039	
Pastoral Staff Ministry Expense				
Pastor's Cell Phone Allowance	1,200		1,200	
Pastor's Professional Expenses	2,500		2,500	
Pastor's Discretionary Expenses	2,500		2,500	
Total Pastoral Staff Ministry Expenses	6,200	6,200	6,200	6,200
Youth Project Expenses		700	700	700
Nursery Team				
Nursery Curriculum and Supplies	300			
Nursery Ministry Expense	200			
Nursery equipment and furniture				
Total Nursery Team \$	<u>500</u>	500	500	500
Growing Covenant		1,000	3,600	3,600
Children's Ministry Team				
Childrens Ministry Expense	1,800		1,000	
Childrens Vacation Bible School	1,600		1,600	
Children's Ministry Curriculum				
Children's Ministry Trunk/Treat			800	
Children's Ministry discretionary			500	
Contribution Income				
Total Children's Ministry Team \$	<u>3,400</u>	3,400	<u>3,900</u>	3,900
Youth Ministry				
Youth ministry expense		1,500		1,500
Pletcher Camp Sawtooth memorial				
Mortgage Payment - Principal		13,000		13,000
Mortgage Payment - Interest		20,000		22,000
Deacon - Meet Your Deacon supplies				
Deacon Financial Assistance				
Deacon Shepherding				
AVS System in 2023				
Total Expenses		<u>404,230</u>		<u>456,268</u>
Income over expenses		19,770		4,532

2023 Annual Report

2023 Worship Ministry/Committee

Ruling Elder

Rhea Hirsch

Committee Members: Pastor Kevin Starcher, Steve Kuykendall, Elder Rhea Hirsch, Elder Lois Ortmann, Julie Byers, Dana Chamberlain, Beverly DeHaven, Bill Perekz, Sue Sterling, Doug McAbee, Kyle Doster, Karen Boyd, Ron Goodsell.

The vision for 2023 was for vibrant growth as a community that would love God and love our neighbors through continued excellence in worship. We hired an interim Music Director, Steve Eulberg to lead us through a transitional time as we formed a Music Committee to discuss the future of Music at Covenant. Steve did a wonderful job leading our music until September when we hired a full-time director of Music, Steve Kuykendall.

We have a dedicated committee that has continued to faithfully enhance our quality of worship by providing a variety of worship music, liturgical changes in decorations, lay readers, communion servers, greeters, and ushers. Kyle Doster has kept our video and sound booth staffed as we added new sound equipment.

We started this year planning for the beginning of Lent with Holden Evening Prayer services held on Thursday, Steve Eulberg held a Wednesday evening online devotion. Good Friday and Maundy Thursday were shared with King of Glory Lutheran Church and St. Paul Baptist Church. We held three services on Easter Sunday.

A Sabbatical Committee was formed to plan for the three months that Pastor Kevin was gone this summer. Lois Ortmann contacted people to do pulpit supply for each Sunday and John Dzwilewski helped in leading the worship service.

August 20 was a time to celebrate the children of Covenant. Our children were greeters, ushers, lay readers, and provided special music. Meg Simmons and Steve Eulberg completed the rest of a wonderful Sunday morning.

October 8, we had a Blessing of the Animals with 23 people attending a lovely service.

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Doug McAbee was very instrumental in helping Covenant acquire a set of Bells and accessories, which we hope to complete in 2024.

We ended the year with Advent and Christmas. Hanging of the Greens was a new event this year which was well received. We completed our Advent season with a Community Christmas Concert, an Ecumenical Christmas Celebration at St. Paul Baptist, and a Service of Healing and Wholeness. On Christmas Eve this year we held three services, one at 10:00am, our Family service at 4:00pm and a Candlelight service at 7:00pm.

2023 Annual Report

2023 Deacon Annual Report

Moderator

Lori Banner

Class of 2023: Kimberly Mitchell, Robert Rollison, Darrell Sterling

Class of 2024: Lori Banner, Lauren Bishop, Leslie Muir, Jocelyn Newell

Class of 2025: Virginia Haber, Rich Wells, Brian Ray

Note: 2 deacons resigned their positions in October and 3 deacons completed their 3 years of service in December. We will have 5 deacons continuing to serve and will be adding 5 new deacons in January to fill vacant positions.

Treasurer Report

We started the year with \$15,277.50 and ended with \$20,089.03.

Donations to the deacon fund were \$17,437.00

Expenditures this year included: Funerals \$3,346.33, Assistance/donations \$4,536.00, Communion \$144.58, McMillan School \$568.33, Shepherding \$544.55, Christmas families \$1018.13.

Community Assistance

We provided boxes of food from our food pantry to 22 individuals seeking assistance on 35 different occasions. We have also provided \$25 gift cards for gas and/or food. We assisted two individuals with their rent payments by paying \$500 toward their rent. We paid \$150 for an individual who needed a new battery for their car.

Charitable Donations

In March this year we paid off two student lunch debts totaling \$438...we donated 12 boxes of food for families of students from McMillan who might suffer food insecurities over spring break...we participated in the Rescue Mission's Summer Needs Drive Collection by putting out a barrel where our congregants could donate...we donated notebooks to the women in the prison...once again we assisted McMillan and Frontier elementary schools by purchasing backpacks for students and filling them with school and hygiene supplies (\$570)...we participated in the shoe drive at Frontier Elementary School and purchased shoes and socks for children (\$500)...we donated \$500 to a non-profit organization that provides employment to handicapped individuals...we made donations to West Ada Nutrition Services and Boise School Foundation to help pay off student lunch debts (\$1000)...we provided Christmas- gifts and dinner to needy families at McMillan (\$1,020).

2023 Annual Report

Funerals

Our ministry to provide the reception at funerals was a blessing this year to Bim Bakotich's family, the Peck family, the Green family, the Homsher family, the Fletcher family, the Martin family, and the Forsberg family.

Communion

The deacons continue to provide the setup for communion and returned to communion by intinction this year. We still have a station that offers communion with wafers and all servers wear masks.

Shepherding, Visitation, and Transportation

Each deacon is assigned a "flock" to whom they minister with caring, compassion, and service. We assign a deacon to provide visitation to shut-ins and we coordinate transportation for those who need a ride to church.

Ministry to McMillan Elementary School

One of the big projects undertaken by the deacons every year, is a ministry to McMillan Elementary School. The deacons provide school backpacks filled with school supplies for those children who have been identified by the school to be in need of this assistance. This year we also provided hygiene products. (\$568.33)

Ministry to Christmas Families

Every Christmas the deacons minister to needy families identified by the elementary school and provide them with Christmas gifts and a Christmas dinner. (\$1,020).

The deacons are looking forward to a new year of service in 2024.

Submitted by Leslie Muir, Deacon